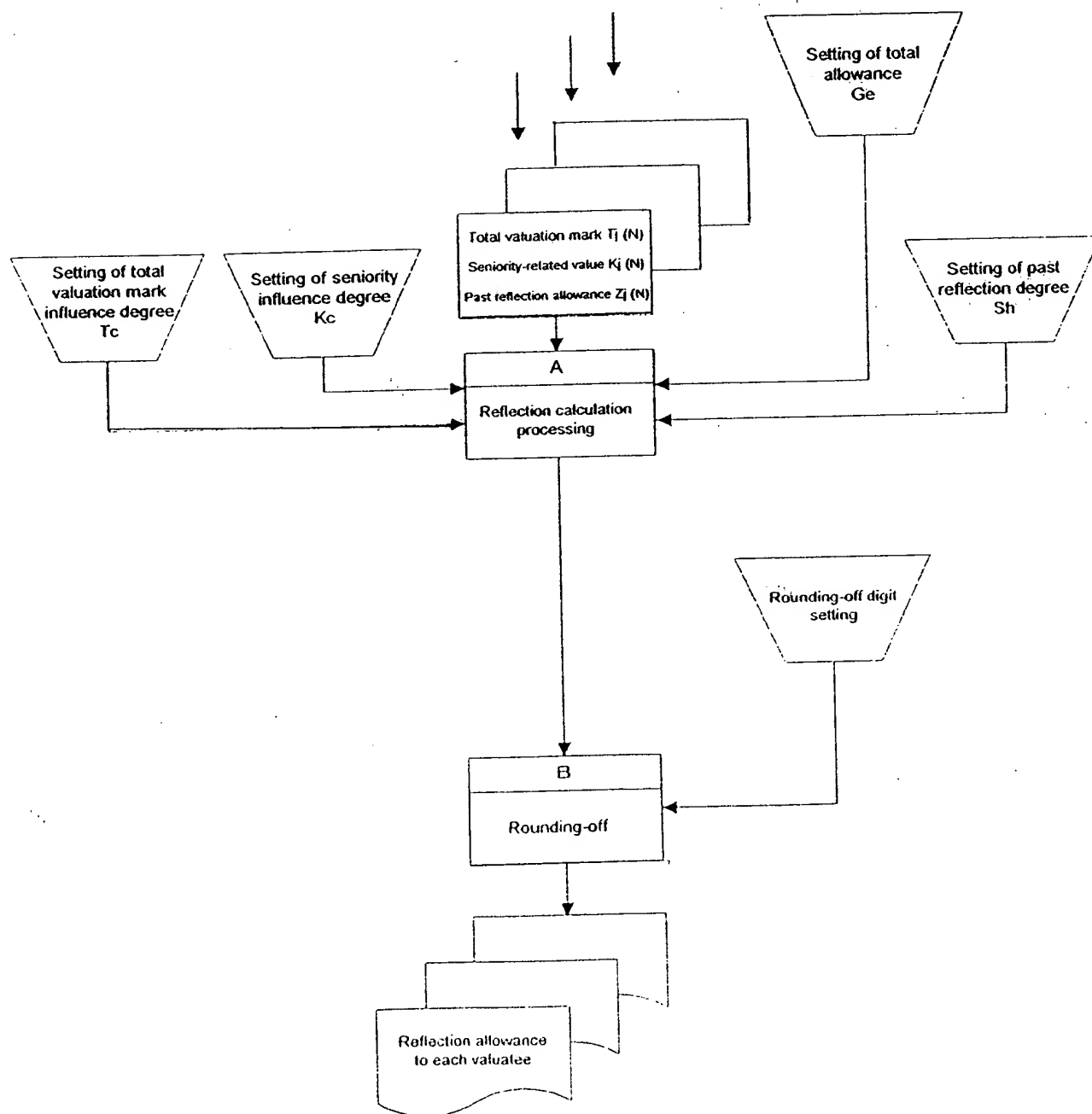




REPLACEMENT SHEET

Fig. 1



REPLACEMENT SHEET

Fig. 2A

Next Page (N) Preceding page (B) Reflection allowance clea (C) Data clear (resetting) (R)

Constant Tc	Constant Kc
50	170000

Total resources (G)									
18500000									
Reference allowance, valuation mark order		Relativity	valuation mark Tj		Reference Value Kj	Reflection allowance Hj		Preceding term allowance Zj	
No.	Name		Total mark	Order	Seniority curve		Order	Preceding summer bonus	Order
1	Keiko Tajima	7 58	149.72	1	234,000	931,800	1	825,000	1
2	Tyuji Ninomiya	7 51	148.91	2	234,000	878,700	2	730,000	6
3	Kotaro Kushiara	7 52	135.57	3	234,000	826,400	3	760,000	4
4	Yasuhiko Sasaki	7 45	131.91	7	234,000	787,200	6	720,000	8
5	Tadahiko Matsudaira	7 52	130.61	9	234,000	806,400	4	770,000	3
6	Joji Kikuta	7 57	128.24	11	234,000	804,700	5	790,000	2
7	Junichi Yoshizawa	7 46	121.51	15	234,000	698,400	11	650,000	14
8	Reiji Kolke	7 49	118.95	16	234,000	701,000	10	700,000	9
9	Toshiko Kijima	8 51	116.12	17	234,000	717,000	7	739,000	5
10	Motochika Chiku	8 57	108.08	25	234,000	671,500	13	730,000	6
11	Kiyoshi Sone	8 40	105.56	26	230,000	587,900	21	627,000	17
12	Yoshihisa Sofue	7 39	132.25	6	229,000	543,200	25	307,000	28
13	Minoru Sugahara	7 39	130.03	10	229,000	712,500	8	655,000	13
14	Sumiko Endo	8 39	121.55	14	229,000	675,300	12	660,000	12
15	Kojiro Hashiguchi	8 37	114.36	19	227,000	643,400	15	683,000	10
16	Tadahiro Nakamura	8 37	112.41	21	227,000	634,100	16	682,000	11
17	Nobuo Ishikawa	7 36	134.94	4	226,000	711,000	9	647,000	15
18	Kimio Hanawa	8 36	113.62	20	226,000	612,800	17	640,000	16
19	Morinobu Tsukada	7 35	111.48	22	225,000	583,000	22	610,000	19
20	Kotaro Teshima	8 35	104.58	27	225,000	546,600	24	598,000	23
21	Eiko Shiraishi	7 32	133.63	5	220,000	646,400	14	610,000	19
22	Norito Nanbara	7 32	131.75	8	220,000	601,200	19	537,000	25
23	Mitsuo Shoji	8 32	115.36	18	220,000	578,000	23	618,000	18
24	Naoe Kishikawa	7 32	103.22	28	220,000	422,600	28	410,000	27
25	Hidehiko Ichimura	7 31	126.36	12	218,000	601,800	18	603,000	22

Maximum	Average	122.3	227,321	660,700	640,071
Over Average	Number of Persons	28	28	28	28
Under Average	Total		6,365,000	18,499,600	17,922,000
Minimum					

REPLACEMENT SHEET

Fig. 2B

Display copy (c) End (selection) (E) Preceding group (M) Next group (T) Operation explanation (H)

Rounding-off digit	Constant Sh
10	0.5

Constant Xc	Preceding allowance multiplier A
15.8568	1.0322

File 1007 Group 7 Head office general job classes 1,2

2001-06-03

☒ Seniority-wise

CALCULATION 1	Reflection allowance	$H_j = (K_j - K_c) \cdot (T_j - T_c) \cdot X_c$	Decision with sole pertinent term valuation
CALCULATION 2	Reflection allowance	$H_j = Z_j \cdot A + ((K_j - K_c) \cdot (T_j - T_c) \cdot X_c - Z_j \cdot A) \cdot S_h$	Soft landing inclusive of past valuation

Reflection allowance - preceding term allowance	+ - %	Name	Continuous service years	$T_j \cdot K_j \cdot H_j \cdot Z_j$	Bar graph
106,800	12.9	Tajima	13		
148,700	20.4	Nino-miya	14		
66,400	8.7	Kushi-hara	14		
67,200	9.3	Sasaki	14		
36,400	4.7	Matsu-daira	14		
14,700	1.9	Kikuta	11		
48,400	7.4	Yoshi-zawa	9		
1,000	-1	Koike	14		
-22,000	-8.0	Kijima	10		
-58,500	-8.0	Chiku	10		
-39,100	-6.2	Sone	3		
236,200	76.9	Sofue	3		
57,500	8.8	Suga-hara	11		
15,300	2.3	Endo	9		
-39,600	-5.8	Hashi-guchi	5		
-47,900	-7.0	Naka-mura	4		
64,000	9.9	Ishi-kawa	4		
-27,200	-4.3	Hana-wa	2		
-27,000	-4.4	Tsuka-da	3		
-51,400	-8.6	Te-shima	9		
36,400	6.0	Shira-ishi	4		
64,200	12.0	Nan-bara	4		
-40,000	-6.5	Shoji	6		
12,600	3.1	Kishi-kawa	2		
-1,200	-2	Ichimura	2		

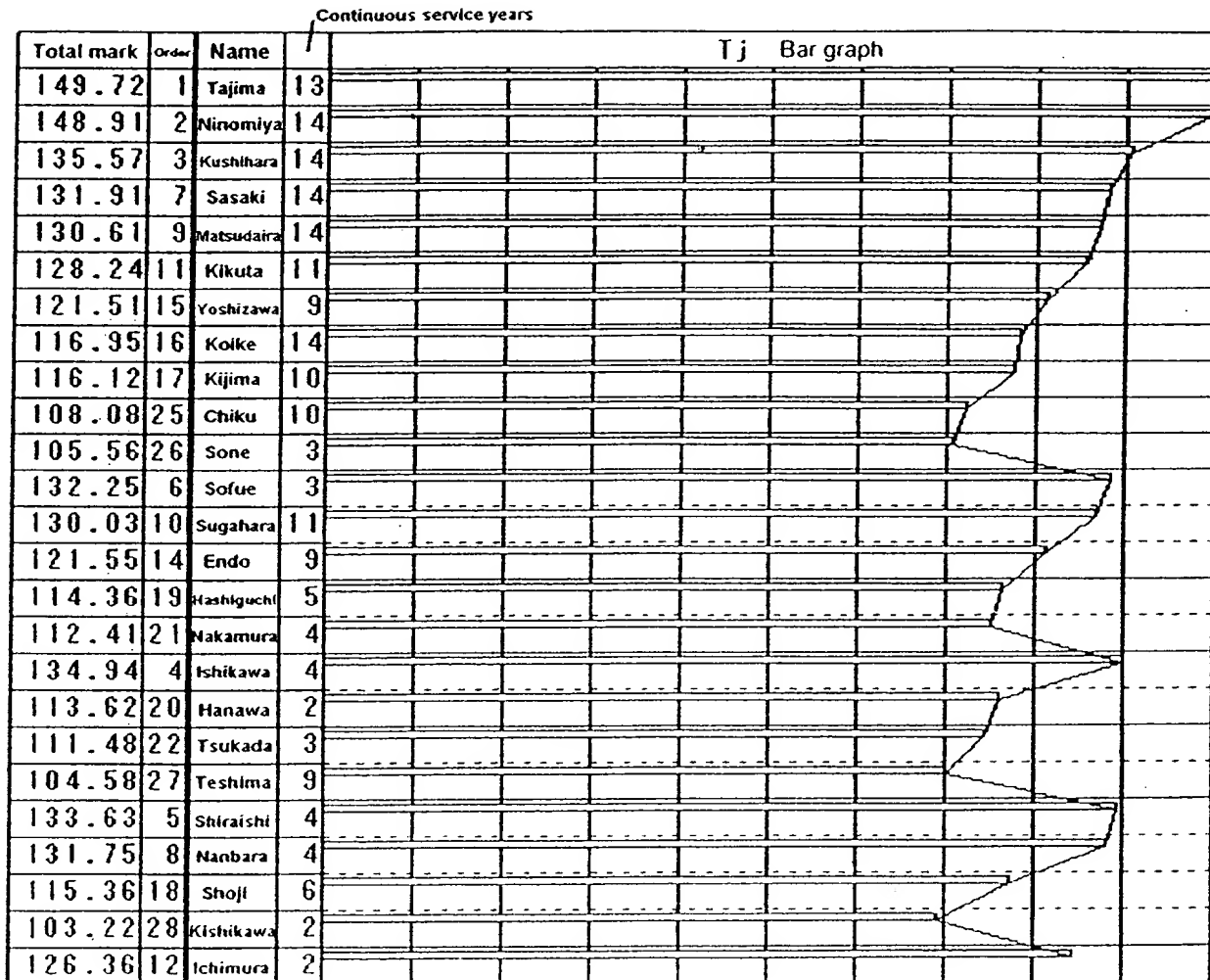
20,629	4.4
28	28
577,600	3.2

Graph display selection

☒ valuation mark ☒ Reference allowance ☒ Reflection allowance ☒ Preceding term allowance ☒ Line graph

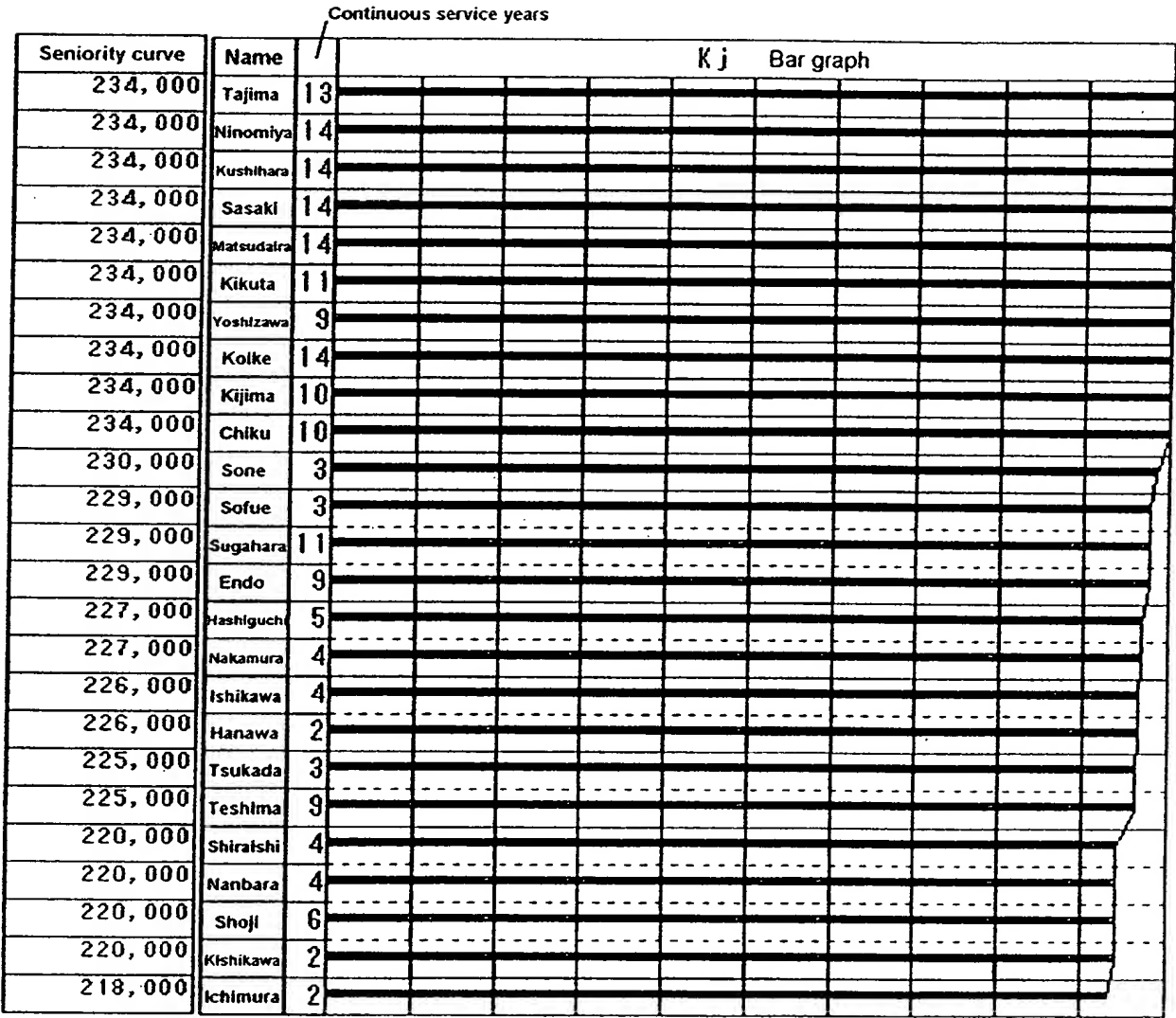
REPLACEMENT SHEET

Fig. 3



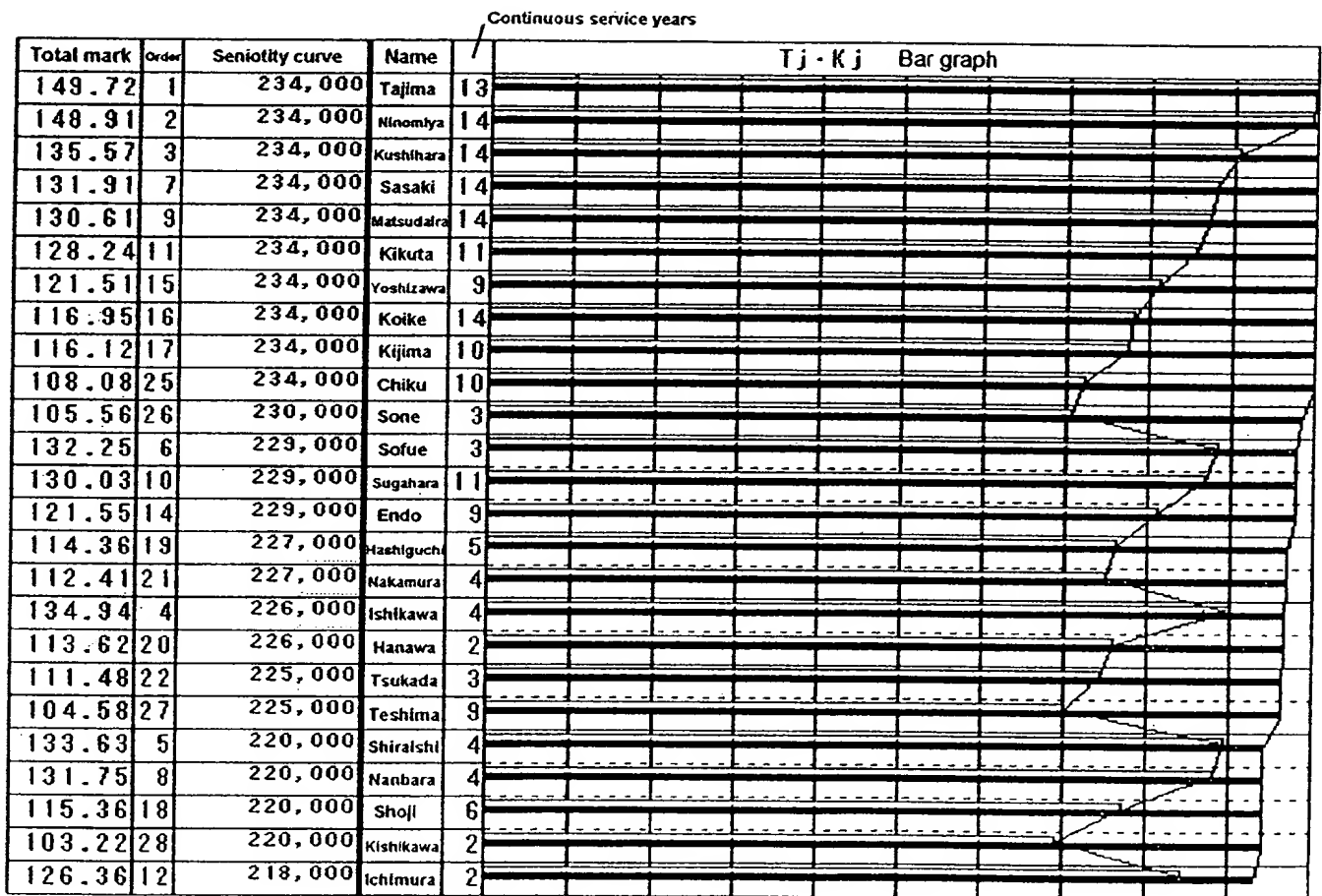
REPLACEMENT SHEET

Fig. 4



REPLACEMENT SHEET

Fig. 5



REPLACEMENT SHEET

Fig. 6

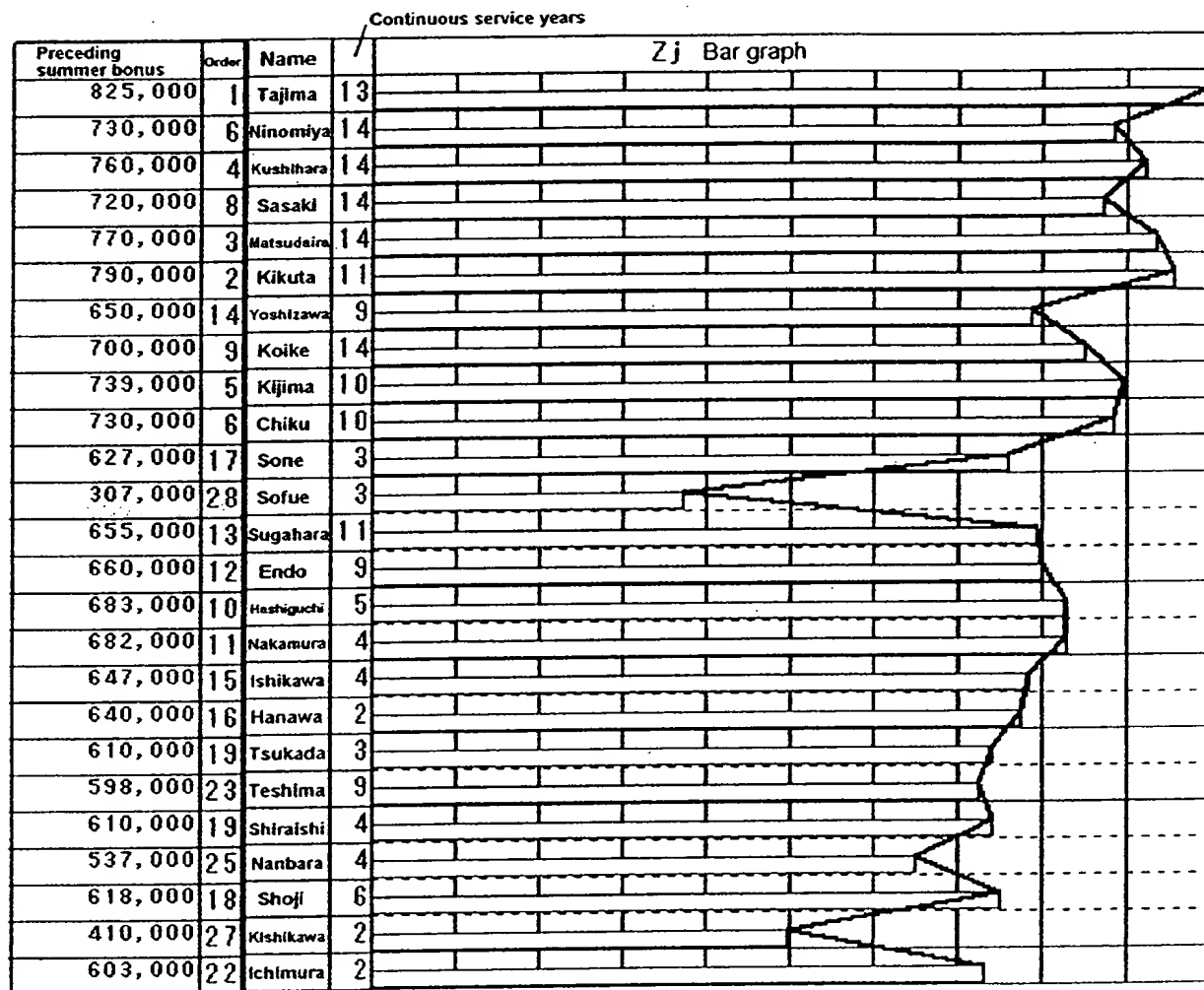


Fig. 7

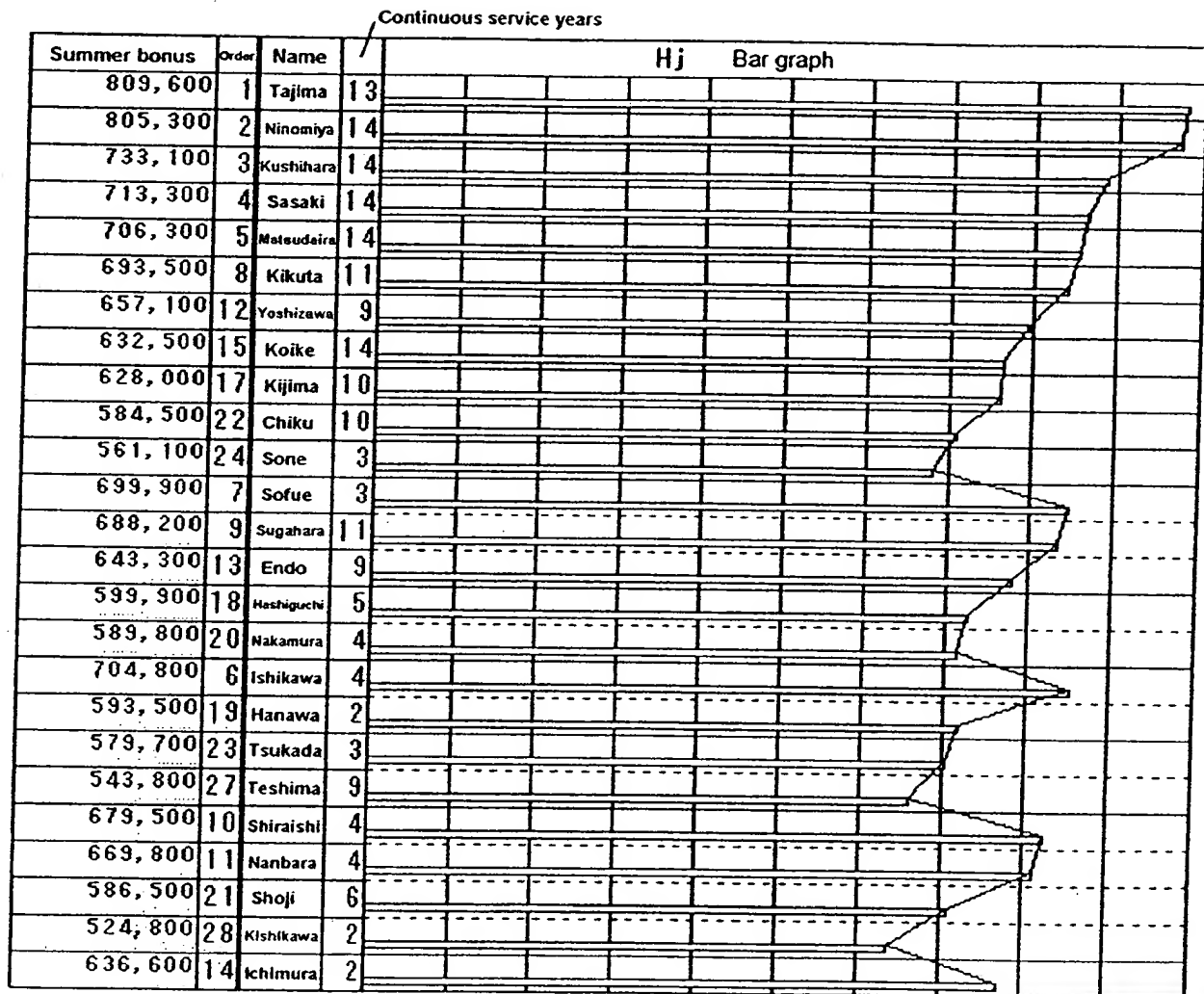


Fig. 8

